

## Google's Project Aristotle Teamwork & Psychological Safety

**Google's Project Aristotle** - The project examined various aspects of over 180 Google teams with the primary objective of identifying the attributes and norms that made certain teams considerably high-performing.

**Psychological safety:** This was the most important dynamic in an effective team.

This is about risk-taking and being comfortable with vulnerability. It means feeling confident about admitting mistakes, asking questions, or offering new ideas.

**Dependability:** On dependable teams, members reliably complete quality work on time. They don't avoid their responsibilities and they take them seriously, helping to keep the team on track. As simple as it sounds, it proved vital to team effectiveness.

**Structure and clarity:** This means that a team has clear roles, goals, and plans. Individuals understand what's expected of them, what they and their team is aiming for, and how they are all going to get there.

**Meaning:** For individuals on a team, finding a sense of purpose in their work or its output is vitally important for team effectiveness. That meaning is personal, so it varies from person to person.

**Impact:** Do you fundamentally believe the work you do makes a difference? This subjective judgment marks out the most effective teams and can be based on seeing how one's work contributes to an organization's goals and what it has helped to change.

**The above is an excerpt from the article:**

**Team dynamics: Five keys to building effective teams**

